The background of the entire page is a close-up photograph of a tree trunk's cross-section, showing concentric growth rings in various shades of brown and tan. A dark blue banner is positioned horizontally across the middle of the page, partially overlapping the wood grain. The text is white and centered within this banner.

# CARBON REDUCTION PLAN

March 2026

## Commitment to achieving Net Zero

Kennedys Law LLP is committed to achieving net zero emissions by 2040.

### Baseline Emissions Footprint

Baseline year: 1 <sup>st</sup> May 2019 to 30 <sup>th</sup> April 2020 (Kennedys fiscal year)																			
<b>Additional details relating to the Baseline Emissions calculations:</b>																			
<p>Our emissions baseline is the reference point against which our progress and emissions reduction is measured. This baseline forms the benchmark to measure progress against our near-term and net zero targets.</p> <p>In 2024, we made updates to our FY2020 base year to account for inflation within the Quantis emission factors. Where improvements have been made in spend categorisations in FY23 due to more detail in the spend data, these were also mapped back to FY2020 for consistency.</p>																			
<b>Recalculated baseline year emissions:</b>																			
<b>Emissions:</b>	<b>Total (tCO<sub>2</sub>e)</b>																		
Scope 1:	408.0																		
Scope 2:	947.0																		
Scope 3 (Included sources):	<table> <tr> <td>Franchises:</td> <td>6.0</td> </tr> <tr> <td>Upstream Leased Assets:</td> <td>1,161.0</td> </tr> <tr> <td>Employee Commuting:</td> <td>2,173.0</td> </tr> <tr> <td>Business Travel:</td> <td>7,923.0</td> </tr> <tr> <td>Waste:</td> <td>1,406.5</td> </tr> <tr> <td>Upstream Transportation &amp; Distribution:</td> <td>641.0</td> </tr> <tr> <td>Fuel and Energy Related Activities:</td> <td>321.0</td> </tr> <tr> <td>Capital Goods:</td> <td>2,288.0</td> </tr> <tr> <td>Purchased Goods &amp; Services:</td> <td>34,846.0</td> </tr> </table>	Franchises:	6.0	Upstream Leased Assets:	1,161.0	Employee Commuting:	2,173.0	Business Travel:	7,923.0	Waste:	1,406.5	Upstream Transportation & Distribution:	641.0	Fuel and Energy Related Activities:	321.0	Capital Goods:	2,288.0	Purchased Goods & Services:	34,846.0
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Fuel and Energy Related Activities:	321.0																		
Capital Goods:	2,288.0																		
Purchased Goods & Services:	34,846.0																		
<b>Total emissions:</b>	<b>52,120.0</b>																		

## Current Emissions Reporting

Reporting year: 1 <sup>st</sup> May 2024 - 30 <sup>th</sup> April 2025 (Kennedys fiscal year)		
Emissions:	Total (tCO <sub>2</sub> e)	
Scope 1:	395.0	
Scope 2:	738.0	
Scope 3 (included sources):	Franchises:	7.0
	Upstream Leased Assets:	81.0
	Employee Commuting:	2,555.0
	Business Travel:	5,064.0
	Waste:	34.0
	Upstream Transportation & Distribution:	207.0
	Fuel and Energy Related Activities:	284.0
	Capital Goods:	3,465.0
	Purchased Goods & Services:	61,797.0
Total emissions:	74,625.0	

## Emissions reduction targets

We have both near-term and net zero targets, all of which have been approved and validated by SBTi, who validate carbon reduction targets in line with a 1.5°C warming pathway. We are obligated to report progress against our targets to SBTi annually, which we do through our publicly available [Responsible Business Report](#).

### Our *near-term* 2030 targets

In 2022, the firm voluntarily committed to a set of near-term carbon reduction targets that align us with the Paris Agreement and mitigate Kennedys' impact on a warming climate.

The near-term targets commit us to reducing:

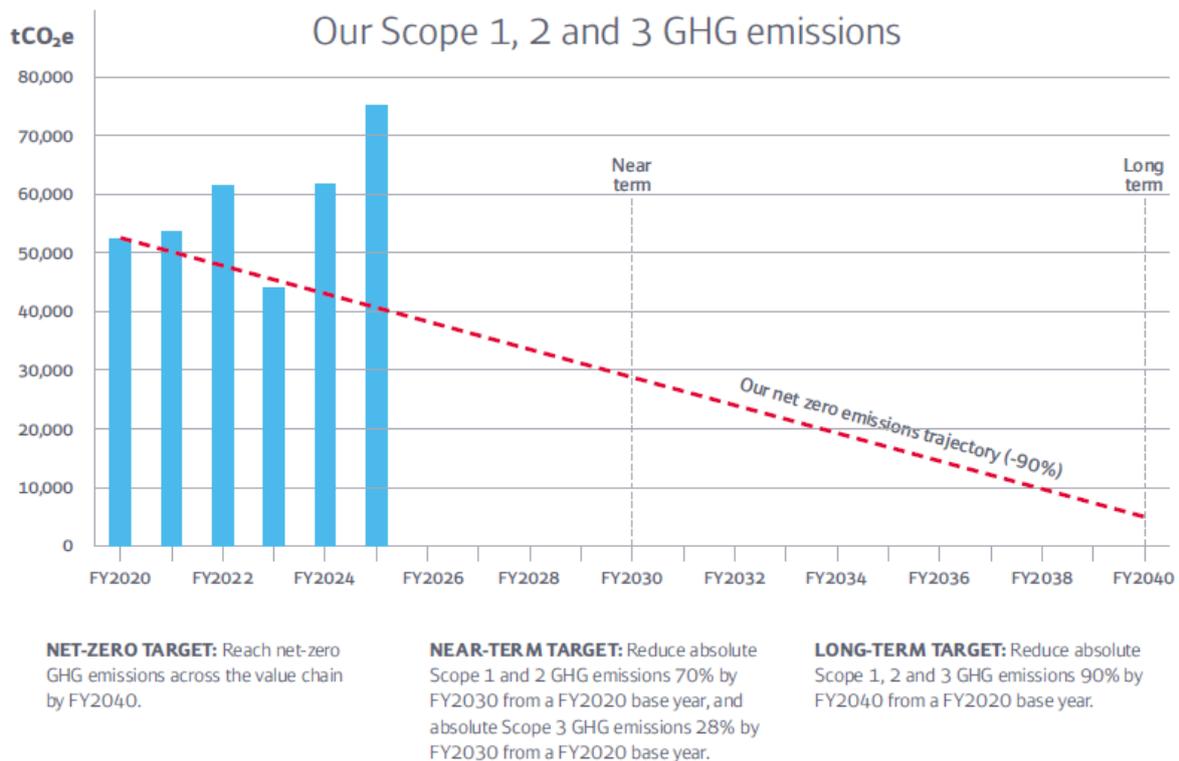
- our absolute Scope 1 and 2 GHG emissions by 70% by FY30 from our FY20 base year; and
- our absolute Scope 3 GHG emissions by 28% within the same timeframe.

## Our net zero 2040 target

In 2024, Kennedys made a commitment to become net zero by 2040, which has enabled us to differentiate ourselves amongst competitors and align ourselves with client requirements.

As per the SBTi Corporate Net Zero Standard, we need to decarbonise our operations by 90% by FY40 or sooner and offset the remaining 10% of emissions known as residual emissions.

Our progress against our near-term targets can be seen in the graphs below (Kennedys net zero target was validated in September 2024):



## Carbon reduction projects

We have implemented numerous initiatives and projects, targeting our emission hotspots, to ensure we meet our carbon reduction targets. These initiatives form part of our wider ESG and Responsible Business strategy.

### Completed carbon reduction initiatives

- In November 2025 we published our Net Zero Action Plan (NZAP) which outlines our commitment to rapidly reduce our greenhouse gas (GHG) emissions and achieve deep decarbonisation and net zero emissions by 2040. The NZAP is made up of eleven milestones detailing carbon reduction across our most material emissions categories.
- Global GHG measuring and reporting on an annual, ongoing basis in line with our financial reporting year. This enables us to track emissions and report progress against our carbon reduction targets.

- ISO 14001:2015 certifications are held for 69% of our UK offices. This covers 94% of our UK headcount.
- We have achieved a silver EcoVadis sustainability rating, which assesses 21 ESG indicators including the environment theme.
- We are in the process of embedding the opportunities identified as part of ESOS Phase 3. This includes a BMS and lighting control upgrade at our London offices, also our headquarters.
- We have prioritised several of the United Nations Sustainable Development Goals including Goal 13: Climate Action.
- Participation in the Heart of the City (HotC) programme, which alongside our internal supplier engagement project, has enabled us to obtain footprint data from some of our key suppliers and reduce their collective footprint by 85%.
- Launched our Employee Commuting Survey in 2024. Recognising commuting as a material Scope 3 category, we launched our Employee Commuting Survey to increase the quantity and quality of the commuting data we collect. We have a 26% completion rate in the UK so far. This activity data is now replacing estimated data in our GHG reporting, increasing the overall accuracy of our footprint.
- Introduced a new global travel platform provider. All business travel bookings are now made through a central provider allowing us to use activity data in place of estimated data when calculating emissions against the business travel category within Scope 3, increasing the reliability of our footprint.
- The Greener Litigation Pledge (GLP). We are members of the GLP Steering Committee. As well as leading on the development of the Greener Litigation Toolkit, which supports sustainable conduct and behaviours during the litigation lifecycle, we recently led on a sub-project to determine the maturity of GLP members' emissions data. This has resulted in an update to the GLP Minimum Standards and ultimately increased the reliability and credibility of the GLP.
- We hold an annual Climate Action Week to educate and upskill our staff around the topic of environmental sustainability. In 2025 we launched our Environment Partner Sponsor network, formed of five partners within the firm passionate about and committed to topics of environmental sustainability. These five individuals act as spokespersons and advocates for Kennedys net zero ambitions at Partner level.

#### **Future carbon reduction initiatives**

- By 2026, we will establish a global energy procurement plan. Moving to renewable energy use in our offices will help us substantially reduce our emissions to help us achieve our net zero target. We are educating ourselves internally to understand the various forms of renewable energy supply and their credibility.
- By 2026, we will review the environmental criteria for office openings and relocations. A robust set of criteria will be put in place for all proposed office moves and openings. A set of minimum standards around the environmental credentials of our buildings will be established, and will influence decisions around real estate.
- By 2028, we will engage with key barrister's services to improve data quality. A quarter of our FY25 carbon footprint is attributed to the barrister services essential to our work. Such professionals typically lack the dedicated resources to produce detailed carbon footprints, and therefore we are reliant on using spend-based emission factors.

- By 2030, we will establish a longer-term business travel strategy. We will be discussing and considering the themes of carbon budgets for travel, gamifying business travel, and incentivising sustainable travel.

### Declaration and sign off

This Carbon Reduction Plan has been completed in accordance with PPN 006 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard<sup>1</sup> and uses the appropriate Government emission conversion factors for greenhouse gas company reporting<sup>2</sup>.

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of the Supplier:

Name: Olivia Fursedonn

Date: 10.03.2026

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<sup>1</sup><https://ghgprotocol.org/corporate-standard>

<sup>2</sup><https://ghgprotocol.org/corporate-value-chain-scope-3-standard>